

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>			1. CONTRACT ID CODE	PAGE 1 OF 40 PAGES
2. AMENDMENT/MODIFICATION NO. 0002	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. D-4-D9-15-FR-A23 003	5. PROJECT NO. (If applicable)	
6. ISSUED BY CODE DEPARTMENT OF TREASURY (DY) INTERNAL REVENUE SERVICE, PROCUREMENT BR 333 MARKET STREET, SUITE 1400 SAN FRANCISCO, CA 94105-2115 MATSCHKOWSKY, CHRISTINE 415-848-4737		7. ADMINISTERED BY (If other than Item 6) See Item 6	CODE	
8. NAME AND ADDRESS OF CONTRACTOR (No. Street, county, State and ZIP: Code) TO ALL OFFERORS Vendor ID: 00055905			(x)	9A. AMENDMENT OF SOLICITATION NO. TIRWR-04-R-00019
			X	9B. DATED (SEE ITEM 11) 08/26/2004
				10A. MODIFICATION OF CONTRACT/ORDER NO.
				10B. DATED (SEE ITEM 13)
CODE	FACILITY CODE			

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

☒ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☒ is extended, ☐ is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15, and returning \_\_\_1\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATA SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and data specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

(x)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER Specify type of modification and authority)

**E. IMPORTANT:** Contractor ☐ is not, ☐ is required to sign this document and return \_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

This amendment is to disseminate some questions that have been asked along with the associated answers.

It is anticipated that a subsequent amendment will be issued addressing additional questions.

The proposal due date is extended to **September 27, 2004, 12 P.M. local time.**

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Christine Matschkowsky, Contract Specialist	
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA  BY (Signature of Contracting Officer)	16C. DATE SIGNED

SF30 CONTINUATION SHEET

A. This amendment does not contain all questions received in response to the solicitation. Consequently, a subsequent amendment will be issued soon.

B. This amendment also replaces the following pages:

**Page C-17** Post Locations and Coverages

#24. February 1 to April 30 for Canine Team should be Sunday – Friday (S - F)

**Page L-8** (4) PHASE-IN PLAN: The reference to Ogden has been changed to Fresno.

**Wage Determinations** 94-2045 and 94-2073 have been revised and are attached to this amendment.

**Addendum to Collective Bargaining Agreement** (attached).

**POST LOCATIONS AND COVERAGES  
FOR FRESNO IRS and LOCAL POD's**

<u>POST NO.</u>	<u>LOCATION/ DESCRIPTION</u>	<u>HOURS OF COVERAGE</u>	<u>HOURS PER DAY</u>	<u>DAYS/FY PER WEEK</u>	<u>ANNUAL HOURS</u>
<b><u>(Butler Ave, CA 4664ZZ: 5045 E. Butler Ave., Fresno, 93727)</u></b>					
<u>1.</u>	<b><u>Reception Area (*)</u></b>	<u>0600 - 1630</u>	<u>10.5</u>	<u>M - F (5)</u>	<u>2,635.5</u>
<u>2.</u>	<b><u>Butler Avenue Gate (*)</u></b>	<u>0600 - 1730</u>	<u>11.5</u>	<u>M - F (5)</u>	<u>2,886.5</u>
<u>4a.</u>	<b><u>Northwest Gate (*)(**)</u></b>	<u>0000 - 2400</u>	<u>24.0</u>	<u>7 days</u>	<u>8,760.0</u>
<u>4b.</u>	<b><u>Northwest Gate (*)</u></b>	<u>0500 - 0800</u>	<u>3.0</u>	<u>M - F (5)</u>	<u>1,506.0</u>
		<u>1400 - 1700</u>	<u>3.0</u>	<u>M - F (5)</u>	
<u>6.</u>	<b><u>Northeast Gate</u></b>				
	(Jan – June 10)	<u>0545 - 0745</u>	<u>2.0</u>	<u>M - F (5)</u>	<u>224.0</u>
	(112 days)	<u>1430 - 1700</u>	<u>2.5</u>	<u>M - F (5)</u>	<u>280.0</u>
					<u>504.0</u>
<u>7.</u>	<b><u>Northwest Door (*)(**)</u></b>	<u>0000 - 2400</u>	<u>24.0</u>	<u>7 days</u>	<u>8,760.0</u>
		<u>0700 - 0730</u>	<u>.5</u>	<u>M - F (5)</u>	<u>125.5</u>
		<u>1530 - 1600</u>	<u>.5</u>	<u>M - F (5)</u>	<u>125.5</u>
					<u>9,011.0</u>
<u>8.</u>	<b><u>Exterior Rover (**)</u></b>	<u>0000 - 2400</u>	<u>24.00</u>	<u>7 days</u>	<u>8,760.0</u>
<u>9.</u>	<u>RESERVED</u>				
<u>10a.</u>	<b><u>Console (*) (**)</u></b>	<u>0000 - 2400</u>	<u>24.0</u>	<u>7 days</u>	<u>8,760.0</u>
<u>10b.</u>	<b><u>Console (*) (**)</u></b>				
		<u>0000 - 2400</u>	<u>24.0</u>	<u>7 days</u>	<u>8,760.0</u>
<u>11.</u>	<b><u>Interior Rover(**)</u></b>				
	(Oct – Dec) (July – Sep)	<u>0400 - 2400</u>	<u>20.0</u>	<u>5 days</u>	<u>2,500.0</u>
	(Jan – June)	<u>0000 – 2400</u>	<u>24.0</u>	<u>7 days</u>	<u>4,344.0</u>
					<u>6,844.0</u>
<u>12.</u>	<u>(RESERVED)</u>				
<u>24.</u>	<b><u>Canine Team</u></b>				
	<u>May 1 to January 30</u>	<u>Various</u>	<u>12.0</u>	<u>M – F</u>	
	<u>February 1 to April 30</u>	<u>Various</u>	<u>18.0</u>	<u>S – F</u>	
					<u>3,886.0*</u>

provided in cases of scheduled and unscheduled absences, and how relief will be provided.

\* Full-Time Equivalents. A Full-Time Equivalent (FTE) is the planned use of 2080 straight time paid hours in a twelve-month contract period (to include authorized vacation, sick leave or other authorized paid time off). For example, in the case of full-time employees, one FTE is comparable to "one employee." Two part-time employees, each working 1040 straight time paid hours per twelve-month contract period (including paid time off), equals one FTE.

b. Discuss how guard personnel will be selected, trained, tested, etc., to ensure personnel are physically fit, will meet agility standards needed in order to perform adequately and respond quickly to emergencies, and will otherwise meet the qualifications outlined in Section C.

c. Discuss plan for providing guardmount, and walktime, requirements.

d. Address Quality Control and plans to implement and maintain proper contract performance.

e. Discuss plan for retaining qualified contract personnel. Provide anticipated personnel turn-over rate based on current and past experience. Identify contract personnel pay rates, and fringe benefits to be provided, including, any recognition or incentive programs, etc., that will be offered.

#### (4) PHASE-IN PLAN:

Offeror is to explain its plan for taking over the security at **Fresno** Service Center as of midnight of the first day of contract start-up, and explain its plan for transition with the Service Center's incumbent guard contractor.

a. Provide plan for beginning contract performance within 30 calendar days of contract award notice to ensure continuity of security guard services at the Service Center at time of contract start-up.

b. Include projected schedules for acquiring the following prior to start-up:

- a. required licenses and permits;
- b. staffing;
- c. equipment; and
- d. training

#### **L.11.3 Business/Price Proposal**

In this section the offeror shall respond to the requirements of Sections D through K, submit pricing information, and information regarding its financial capability.

94-2045 CA,FRESNO

08/24/04

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 WASHINGTON D.C. 20210

William W.Gross  
 Director

Division of  
 Wage Determinations

Wage Determination No.: 1994-2045  
 Revision No.: 21  
 Date Of Last Revision: 08/16/2004

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.04
01012 - Accounting Clerk II	11.14
01013 - Accounting Clerk III	13.46
01014 - Accounting Clerk IV	16.86
01030 - Court Reporter	17.27
01050 - Dispatcher, Motor Vehicle	14.40
01060 - Document Preparation Clerk	12.25
01070 - Messenger (Courier)	8.55
01090 - Duplicating Machine Operator	12.25
01110 - Film/Tape Librarian	13.19
01115 - General Clerk I	9.29
01116 - General Clerk II	10.42
01117 - General Clerk III	11.26
01118 - General Clerk IV	12.79
01120 - Housing Referral Assistant	16.05
01131 - Key Entry Operator I	10.32
01132 - Key Entry Operator II	11.21
01191 - Order Clerk I	11.17
01192 - Order Clerk II	11.91
01261 - Personnel Assistant (Employment) I	12.61
01262 - Personnel Assistant (Employment) II	14.17
01263 - Personnel Assistant (Employment) III	15.11
01264 - Personnel Assistant (Employment) IV	17.38
01270 - Production Control Clerk	15.87
01290 - Rental Clerk	11.59
01300 - Scheduler, Maintenance	12.91
01311 - Secretary I	12.91
01312 - Secretary II	15.26
01313 - Secretary III	16.05
01314 - Secretary IV	18.15
01315 - Secretary V	19.77
01320 - Service Order Dispatcher	14.40
01341 - Stenographer I	14.47
01342 - Stenographer II	16.20
01400 - Supply Technician	18.15
01420 - Survey Worker (Interviewer)	13.65
01460 - Switchboard Operator-Receptionist	9.59

01510 - Test Examiner	15.26
01520 - Test Proctor	15.26
01531 - Travel Clerk I	10.70
01532 - Travel Clerk II	11.26
01533 - Travel Clerk III	12.20
01611 - Word Processor I	11.90
01612 - Word Processor II	12.98
01613 - Word Processor III	14.94
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.14
03041 - Computer Operator I	14.14
03042 - Computer Operator II	16.10
03043 - Computer Operator III	18.61
03044 - Computer Operator IV	20.64
03045 - Computer Operator V	22.91
03071 - Computer Programmer I (1)	15.06
03072 - Computer Programmer II (1)	18.54
03073 - Computer Programmer III (1)	25.47
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.71
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.60
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.41
05010 - Automotive Glass Installer	13.78
05040 - Automotive Worker	13.78
05070 - Electrician, Automotive	15.31
05100 - Mobile Equipment Servicer	12.23
05130 - Motor Equipment Metal Mechanic	15.31
05160 - Motor Equipment Metal Worker	13.78
05190 - Motor Vehicle Mechanic	15.63
05220 - Motor Vehicle Mechanic Helper	11.59
05250 - Motor Vehicle Upholstery Worker	13.58
05280 - Motor Vehicle Wrecker	13.78
05310 - Painter, Automotive	14.54
05340 - Radiator Repair Specialist	13.78
05370 - Tire Repairer	11.82
05400 - Transmission Repair Specialist	15.31
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.92
07010 - Baker	10.83
07041 - Cook I	10.91
07042 - Cook II	11.48
07070 - Dishwasher	7.66
07130 - Meat Cutter	11.61
07250 - Waiter/Waitress	8.19
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.54
09040 - Furniture Handler	11.59
09070 - Furniture Refinisher	14.54
09100 - Furniture Refinisher Helper	11.59
09110 - Furniture Repairer, Minor	13.01
09130 - Upholsterer	14.54
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.36
11060 - Elevator Operator	8.54

11090 - Gardener	11.52
11121 - House Keeping Aid I	7.76
11122 - House Keeping Aid II	9.08
11150 - Janitor	9.72
11210 - Laborer, Grounds Maintenance	10.71
11240 - Maid or Houseman	7.76
11270 - Pest Controller	11.19
11300 - Refuse Collector	10.74
11330 - Tractor Operator	10.01
11360 - Window Cleaner	10.39
12000 - Health Occupations	
12020 - Dental Assistant	12.46
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.05
12071 - Licensed Practical Nurse I	12.66
12072 - Licensed Practical Nurse II	14.21
12073 - Licensed Practical Nurse III	15.89
12100 - Medical Assistant	10.87
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.36
12222 - Nursing Assistant II	9.40
12223 - Nursing Assistant III	10.25
12224 - Nursing Assistant IV	11.51
12250 - Pharmacy Technician	14.45
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	18.43
12312 - Registered Nurse II	22.47
12313 - Registered Nurse II, Specialist	22.47
12314 - Registered Nurse III	27.29
12315 - Registered Nurse III, Anesthetist	27.29
12316 - Registered Nurse IV	32.68
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.04
13011 - Exhibits Specialist I	16.29
13012 - Exhibits Specialist II	18.25
13013 - Exhibits Specialist III	20.53
13041 - Illustrator I	16.29
13042 - Illustrator II	18.25
13043 - Illustrator III	20.53
13047 - Librarian	24.09
13050 - Library Technician	14.59
13071 - Photographer I	13.09
13072 - Photographer II	14.75
13073 - Photographer III	16.51
13074 - Photographer IV	20.43
13075 - Photographer V	24.70
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.12
15030 - Counter Attendant	8.12
15040 - Dry Cleaner	9.14
15070 - Finisher, Flatwork, Machine	8.12
15090 - Presser, Hand	8.12
15100 - Presser, Machine, Drycleaning	8.12
15130 - Presser, Machine, Shirts	8.12
15160 - Presser, Machine, Wearing Apparel, Laundry	8.12
15190 - Sewing Machine Operator	9.70

15220 - Tailor	11.35
15250 - Washer, Machine	8.60
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.59
19040 - Tool and Die Maker	21.56
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.80
21020 - Material Coordinator	16.37
21030 - Material Expediter	16.37
21040 - Material Handling Laborer	9.32
21050 - Order Filler	12.13
21071 - Forklift Operator	11.93
21080 - Production Line Worker (Food Processing)	8.15
21100 - Shipping/Receiving Clerk	11.49
21130 - Shipping Packer	13.60
21140 - Store Worker I	9.28
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.92
21210 - Tools and Parts Attendant	12.75
21400 - Warehouse Specialist	12.75
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.89
23040 - Aircraft Mechanic Helper	15.07
23050 - Aircraft Quality Control Inspector	20.69
23060 - Aircraft Servicer	16.90
23070 - Aircraft Worker	17.91
23100 - Appliance Mechanic	15.99
23120 - Bicycle Repairer	11.82
23125 - Cable Splicer	18.59
23130 - Carpenter, Maintenance	17.86
23140 - Carpet Layer	16.68
23160 - Electrician, Maintenance	17.74
23181 - Electronics Technician, Maintenance I	14.38
23182 - Electronics Technician, Maintenance II	17.10
23183 - Electronics Technician, Maintenance III	19.91
23260 - Fabric Worker	15.59
23290 - Fire Alarm System Mechanic	18.59
23310 - Fire Extinguisher Repairer	14.58
23340 - Fuel Distribution System Mechanic	19.55
23370 - General Maintenance Worker	14.00
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.29
23430 - Heavy Equipment Mechanic	19.18
23440 - Heavy Equipment Operator	20.37
23460 - Instrument Mechanic	18.59
23470 - Laborer	9.22
23500 - Locksmith	17.23
23530 - Machinery Maintenance Mechanic	18.89
23550 - Machinist, Maintenance	18.19
23580 - Maintenance Trades Helper	11.48
23640 - Millwright	20.04
23700 - Office Appliance Repairer	17.59
23740 - Painter, Aircraft	14.54
23760 - Painter, Maintenance	15.78
23790 - Pipefitter, Maintenance	20.74
23800 - Plumber, Maintenance	18.43
23820 - Pneudraulic Systems Mechanic	19.27
23850 - Rigger	19.27
23870 - Scale Mechanic	17.34



23890 - Sheet-Metal Worker, Maintenance	17.48
23910 - Small Engine Mechanic	13.78
23930 - Telecommunication Mechanic I	19.37
23931 - Telecommunication Mechanic II	20.14
23950 - Telephone Lineman	18.59
23960 - Welder, Combination, Maintenance	15.31
23965 - Well Driller	18.18
23970 - Woodcraft Worker	18.59
23980 - Woodworker	14.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.54
24580 - Child Care Center Clerk	11.60
24600 - Chore Aid	8.03
24630 - Homemaker	12.49
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.37
25040 - Sewage Plant Operator	18.36
25070 - Stationary Engineer	23.44
25190 - Ventilation Equipment Tender	14.92
25210 - Water Treatment Plant Operator	18.36
27000 - Protective Service Occupations	
(not set) - Police Officer	26.52
27004 - Alarm Monitor	12.41
27006 - Corrections Officer	23.76
27010 - Court Security Officer	24.85
27040 - Detention Officer	23.76
27070 - Firefighter	21.20
27101 - Guard I	8.92
27102 - Guard II	13.40
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.80
28020 - Hatch Tender	16.80
28030 - Line Handler	16.80
28040 - Stevedore I	15.88
28050 - Stevedore II	19.47
29000 - Technical Occupations	
21150 - Graphic Artist	17.43
29010 - Air Traffic Control Specialist, Center (2)	29.55
29011 - Air Traffic Control Specialist, Station (2)	20.53
29012 - Air Traffic Control Specialist, Terminal (2)	22.56
29023 - Archeological Technician I	13.67
29024 - Archeological Technician II	15.30
29025 - Archeological Technician III	18.96
29030 - Cartographic Technician	17.50
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.61
29040 - Civil Engineering Technician	21.00
29061 - Drafter I	12.64
29062 - Drafter II	13.72
29063 - Drafter III	15.47
29064 - Drafter IV	17.32
29081 - Engineering Technician I	13.97
29082 - Engineering Technician II	15.25
29083 - Engineering Technician III	18.31
29084 - Engineering Technician IV	19.15
29085 - Engineering Technician V	23.68
29086 - Engineering Technician VI	28.65
29090 - Environmental Technician	15.49

29100 - Flight Simulator/Instructor (Pilot)	26.68
29160 - Instructor	19.65
29210 - Laboratory Technician	14.63
29240 - Mathematical Technician	17.32
29361 - Paralegal/Legal Assistant I	15.17
29362 - Paralegal/Legal Assistant II	17.12
29363 - Paralegal/Legal Assistant III	20.92
29364 - Paralegal/Legal Assistant IV	25.33
29390 - Photooptics Technician	17.32
29480 - Technical Writer	24.61
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	20.62
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.60
29622 - Weather Observer, Upper Air (3)	18.60
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.29
31260 - Parking and Lot Attendant	8.15
31290 - Shuttle Bus Driver	12.40
31300 - Taxi Driver	10.61
31361 - Truckdriver, Light Truck	11.51
31362 - Truckdriver, Medium Truck	13.11
31363 - Truckdriver, Heavy Truck	15.98
31364 - Truckdriver, Tractor-Trailer	15.98
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.94
99030 - Cashier	8.50
99041 - Carnival Equipment Operator	9.77
99042 - Carnival Equipment Repairer	10.42
99043 - Carnival Worker	7.66
99050 - Desk Clerk	9.32
99095 - Embalmer	19.38
99300 - Lifeguard	10.19
99310 - Mortician	20.05
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.87
99500 - Recreation Specialist	15.12
99510 - Recycling Worker	12.36
99610 - Sales Clerk	10.62
99620 - School Crossing Guard (Crosswalk Attendant)	8.59
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	19.22
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.47
99660 - Surveying Aide	12.77
99690 - Swimming Pool Operator	13.33
99720 - Vending Machine Attendant	9.55
99730 - Vending Machine Repairer	13.33
99740 - Vending Machine Repairer Helper	10.37

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

94-2073 CA,VISALIA

08/24/04

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
 WASHINGTON D.C. 20210

William W.Gross  
 Director

Division of  
 Wage Determinations

Wage Determination No.: 1994-2073  
 Revision No.: 21  
 Date Of Last Revision: 08/17/2004

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State: California

Area: California Counties of Inyo, Kings, Tulare

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.59
01012 - Accounting Clerk II	11.57
01013 - Accounting Clerk III	13.46
01014 - Accounting Clerk IV	14.94
01030 - Court Reporter	15.09
01050 - Dispatcher, Motor Vehicle	15.96
01060 - Document Preparation Clerk	11.54
01070 - Messenger (Courier)	9.02
01090 - Duplicating Machine Operator	11.54
01110 - Film/Tape Librarian	13.38
01115 - General Clerk I	8.01
01116 - General Clerk II	9.00
01117 - General Clerk III	11.26
01118 - General Clerk IV	14.70
01120 - Housing Referral Assistant	15.17
01131 - Key Entry Operator I	9.09
01132 - Key Entry Operator II	11.21
01191 - Order Clerk I	10.68
01192 - Order Clerk II	11.66
01261 - Personnel Assistant (Employment) I	8.67
01262 - Personnel Assistant (Employment) II	9.75
01263 - Personnel Assistant (Employment) III	12.25
01264 - Personnel Assistant (Employment) IV	15.86
01270 - Production Control Clerk	15.87
01290 - Rental Clerk	12.20
01300 - Scheduler, Maintenance	12.34
01311 - Secretary I	12.97
01312 - Secretary II	14.39
01313 - Secretary III	15.41
01314 - Secretary IV	16.74
01315 - Secretary V	18.52
01320 - Service Order Dispatcher	14.26
01341 - Stenographer I	12.00
01342 - Stenographer II	13.48
01400 - Supply Technician	16.74
01420 - Survey Worker (Interviewer)	14.39
01460 - Switchboard Operator-Receptionist	9.92

01510 - Test Examiner	14.39
01520 - Test Proctor	14.39
01531 - Travel Clerk I	10.79
01532 - Travel Clerk II	11.35
01533 - Travel Clerk III	12.30
01611 - Word Processor I	11.78
01612 - Word Processor II	13.23
01613 - Word Processor III	14.83
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.96
03041 - Computer Operator I	11.96
03042 - Computer Operator II	13.38
03043 - Computer Operator III	14.89
03044 - Computer Operator IV	16.58
03045 - Computer Operator V	18.35
03071 - Computer Programmer I (1)	12.94
03072 - Computer Programmer II (1)	18.33
03073 - Computer Programmer III (1)	22.41
03074 - Computer Programmer IV (1)	26.30
03101 - Computer Systems Analyst I (1)	24.06
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.61
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.39
05010 - Automotive Glass Installer	13.89
05040 - Automotive Worker	13.89
05070 - Electrician, Automotive	14.63
05100 - Mobile Equipment Servicer	12.40
05130 - Motor Equipment Metal Mechanic	15.38
05160 - Motor Equipment Metal Worker	13.89
05190 - Motor Vehicle Mechanic	15.38
05220 - Motor Vehicle Mechanic Helper	11.65
05250 - Motor Vehicle Upholstery Worker	13.14
05280 - Motor Vehicle Wrecker	13.89
05310 - Painter, Automotive	14.63
05340 - Radiator Repair Specialist	13.89
05370 - Tire Repairer	11.81
05400 - Transmission Repair Specialist	15.38
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.16
07010 - Baker	12.74
07041 - Cook I	11.37
07042 - Cook II	12.74
07070 - Dishwasher	9.32
07130 - Meat Cutter	12.74
07250 - Waiter/Waitress	9.21
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.27
09040 - Furniture Handler	10.78
09070 - Furniture Refinisher	15.70
09100 - Furniture Refinisher Helper	12.50
09110 - Furniture Repairer, Minor	14.90
09130 - Upholsterer	15.70
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.93
11060 - Elevator Operator	9.56

11090 - Gardener	13.08
11121 - House Keeping Aid I	8.74
11122 - House Keeping Aid II	9.01
11150 - Janitor	11.08
11210 - Laborer, Grounds Maintenance	11.27
11240 - Maid or Houseman	8.74
11270 - Pest Controller	12.41
11300 - Refuse Collector	11.78
11330 - Tractor Operator	13.23
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12020 - Dental Assistant	12.46
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.12
12071 - Licensed Practical Nurse I	12.66
12072 - Licensed Practical Nurse II	14.21
12073 - Licensed Practical Nurse III	15.89
12100 - Medical Assistant	10.79
12130 - Medical Laboratory Technician	11.83
12160 - Medical Record Clerk	10.75
12190 - Medical Record Technician	14.35
12221 - Nursing Assistant I	8.45
12222 - Nursing Assistant II	9.50
12223 - Nursing Assistant III	10.37
12224 - Nursing Assistant IV	11.62
12250 - Pharmacy Technician	14.30
12280 - Phlebotomist	13.53
12311 - Registered Nurse I	18.77
12312 - Registered Nurse II	22.97
12313 - Registered Nurse II, Specialist	22.97
12314 - Registered Nurse III	27.80
12315 - Registered Nurse III, Anesthetist	27.80
12316 - Registered Nurse IV	33.30
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.55
13011 - Exhibits Specialist I	13.94
13012 - Exhibits Specialist II	17.27
13013 - Exhibits Specialist III	21.12
13041 - Illustrator I	13.94
13042 - Illustrator II	17.27
13043 - Illustrator III	21.12
13047 - Librarian	20.30
13050 - Library Technician	14.59
13071 - Photographer I	11.71
13072 - Photographer II	13.09
13073 - Photographer III	16.22
13074 - Photographer IV	19.84
13075 - Photographer V	24.00
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.05
15030 - Counter Attendant	8.05
15040 - Dry Cleaner	9.70
15070 - Finisher, Flatwork, Machine	8.05
15090 - Presser, Hand	8.05
15100 - Presser, Machine, Drycleaning	8.05
15130 - Presser, Machine, Shirts	8.05
15160 - Presser, Machine, Wearing Apparel, Laundry	8.05
15190 - Sewing Machine Operator	10.25



15220 - Tailor	10.79
15250 - Washer, Machine	8.60
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.58
19040 - Tool and Die Maker	21.54
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.64
21020 - Material Coordinator	15.87
21030 - Material Expediter	15.87
21040 - Material Handling Laborer	8.95
21050 - Order Filler	10.05
21071 - Forklift Operator	11.29
21080 - Production Line Worker (Food Processing)	12.05
21100 - Shipping/Receiving Clerk	10.84
21130 - Shipping Packer	11.31
21140 - Store Worker I	9.71
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.74
21210 - Tools and Parts Attendant	12.63
21400 - Warehouse Specialist	12.63
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.16
23040 - Aircraft Mechanic Helper	13.46
23050 - Aircraft Quality Control Inspector	18.82
23060 - Aircraft Servicer	15.50
23070 - Aircraft Worker	16.40
23100 - Appliance Mechanic	16.67
23120 - Bicycle Repairer	11.69
23125 - Cable Splicer	18.99
23130 - Carpenter, Maintenance	15.78
23140 - Carpet Layer	13.55
23160 - Electrician, Maintenance	17.61
23181 - Electronics Technician, Maintenance I	16.58
23182 - Electronics Technician, Maintenance II	19.56
23183 - Electronics Technician, Maintenance III	21.46
23260 - Fabric Worker	15.60
23290 - Fire Alarm System Mechanic	18.57
23310 - Fire Extinguisher Repairer	14.63
23340 - Fuel Distribution System Mechanic	18.57
23370 - General Maintenance Worker	14.00
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.45
23430 - Heavy Equipment Mechanic	19.84
23440 - Heavy Equipment Operator	18.94
23460 - Instrument Mechanic	18.57
23470 - Laborer	9.59
23500 - Locksmith	17.42
23530 - Machinery Maintenance Mechanic	17.45
23550 - Machinist, Maintenance	18.57
23580 - Maintenance Trades Helper	11.36
23640 - Millwright	18.57
23700 - Office Appliance Repairer	17.58
23740 - Painter, Aircraft	16.31
23760 - Painter, Maintenance	15.70
23790 - Pipefitter, Maintenance	18.43
23800 - Plumber, Maintenance	17.48
23820 - Pneudraulic Systems Mechanic	18.57
23850 - Rigger	18.57
23870 - Scale Mechanic	16.58

23890 - Sheet-Metal Worker, Maintenance	16.51
23910 - Small Engine Mechanic	15.07
23930 - Telecommunication Mechanic I	19.21
23931 - Telecommunication Mechanic II	19.90
23950 - Telephone Lineman	19.21
23960 - Welder, Combination, Maintenance	15.01
23965 - Well Driller	16.88
23970 - Woodcraft Worker	18.57
23980 - Woodworker	12.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.12
24580 - Child Care Center Clerk	11.57
24600 - Chore Aid	8.03
24630 - Homemaker	12.46
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.02
25040 - Sewage Plant Operator	16.37
25070 - Stationary Engineer	20.02
25190 - Ventilation Equipment Tender	13.46
25210 - Water Treatment Plant Operator	15.99
27000 - Protective Service Occupations	
(not set) - Police Officer	26.30
27004 - Alarm Monitor	10.92
27006 - Corrections Officer	21.78
27010 - Court Security Officer	22.21
27040 - Detention Officer	21.78
27070 - Firefighter	19.82
27101 - Guard I	8.92
27102 - Guard II	10.08
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.58
28020 - Hatch Tender	16.58
28030 - Line Handler	16.58
28040 - Stevedore I	15.60
28050 - Stevedore II	17.58
29000 - Technical Occupations	
21150 - Graphic Artist	18.41
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	15.00
29024 - Archeological Technician II	16.80
29025 - Archeological Technician III	20.80
29030 - Cartographic Technician	20.80
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.06
29040 - Civil Engineering Technician	21.71
29061 - Drafter I	13.55
29062 - Drafter II	15.00
29063 - Drafter III	16.79
29064 - Drafter IV	20.80
29081 - Engineering Technician I	12.61
29082 - Engineering Technician II	13.98
29083 - Engineering Technician III	15.65
29084 - Engineering Technician IV	19.37
29085 - Engineering Technician V	23.68
29086 - Engineering Technician VI	28.61
29090 - Environmental Technician	15.64

29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	20.25
29210 - Laboratory Technician	14.06
29240 - Mathematical Technician	20.80
29361 - Paralegal/Legal Assistant I	17.18
29362 - Paralegal/Legal Assistant II	18.85
29363 - Paralegal/Legal Assistant III	23.05
29364 - Paralegal/Legal Assistant IV	27.90
29390 - Photooptics Technician	19.00
29480 - Technical Writer	25.66
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	15.85
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.26
29622 - Weather Observer, Upper Air (3)	14.26
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.35
31260 - Parking and Lot Attendant	9.92
31290 - Shuttle Bus Driver	13.19
31300 - Taxi Driver	12.24
31361 - Truckdriver, Light Truck	12.97
31362 - Truckdriver, Medium Truck	14.15
31363 - Truckdriver, Heavy Truck	16.72
31364 - Truckdriver, Tractor-Trailer	16.72
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.14
99030 - Cashier	8.50
99041 - Carnival Equipment Operator	11.89
99042 - Carnival Equipment Repairer	12.50
99043 - Carnival Worker	9.31
99050 - Desk Clerk	8.32
99095 - Embalmer	19.39
99300 - Lifeguard	10.19
99310 - Mortician	20.53
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.44
99500 - Recreation Specialist	11.54
99510 - Recycling Worker	9.87
99610 - Sales Clerk	10.56
99620 - School Crossing Guard (Crosswalk Attendant)	8.99
99630 - Sport Official	9.44
99658 - Survey Party Chief (Chief of Party)	15.14
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.85
99660 - Surveying Aide	8.64
99690 - Swimming Pool Operator	15.41
99720 - Vending Machine Attendant	12.85
99730 - Vending Machine Repairer	15.41
99740 - Vending Machine Repairer Helper	12.85

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

**COLLECTIVE BARGAINING AGREEMENT  
ADDENDUM**

**THIS AGREEMENT** is entered into by and between **Worldwide Security Services, LTD.** (hereinafter referred to as the Company), and the **Industrial, Technical and Professional Employees Union** (hereinafter referred to as the Union), as representative of the Company's employees located at **IRS Complex, Fresno, California.**

**WHEREAS**, the parties hereto entered into Agreement on March 1, 2002, and,

**WHEREAS**, except as specifically modified herein, all terms and conditions of the Agreement referred to as the above, including any Supplemental Agreements, shall remain in full force and effect,

**NOW, THEREFORE**, it is mutually agreed that said agreement is amended as follows:

**APPENDIX A**

WAGES

	<u>CURRENT:</u>	<u>EFFECTIVE October 1, 2004:</u>
Guard	12.80	13.05
Console Operator	13.30	13.55
Sergeant	13.35	13.60
Lieutenant	14.60	14.85

**APPENDIX B**

HEALTH AND WELFARE

CURRENT:

The Company shall contribute to the ITPEU Health and Welfare Fund the sum of **two dollars and fifty-six cents (\$2.56)** per hour for all straight time hours worked plus all hours of paid vacation, holidays and sick leave, for each and every employee covered by this Agreement.

**(B) Contributions for Family or Medical Leave**

The Company shall contribute **two dollars and fifty-six cents (\$2.56)** to the ITPEU Health and Welfare Fund on behalf of any employee who is on a family or medical leave of absence under the Federal Family and Medical Leave Act.

In order to be eligible for such contributions, an employee must have worked for the Company or its predecessor at the Base for a total of at least twelve (12) months and for at least 1,250 hours in the twelve (12) month period preceding the period of family or medical leave.

In no event shall contributions for family or medical leave exceed a period of twelve weeks per employee in any calendar year. The hours of contributions for each week of family or medical leave shall be calculated by determining the average weekly hours worked but the employee in the twelve (12) week period preceding family or medical leave, including all hours during said period of paid vacation, holiday and/or sick leave.

In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the ITPE Health and Welfare Plan and any amendments duly adopted thereto. The Company further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of such Plan.

### **APPENDIX C**

#### **PENSION**

##### **CURRENT:**

The Company shall contribute to the ITPE Pension Plan the sum of **seventy-five cents (\$0.75)** on all hours worked, all hours of paid vacation, holidays and sick leave, but shall not exceed forty (40) hours in any one (1) week.

In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the ITPE Pension Plan and any amendments duly adopted thereto. The Company further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of such plan.

##### **EFFECTIVE October 1, 2003:**

The Company shall contribute to the ITPE Pension Plan the sum of **eighty-five cents (\$0.85)** on all hours worked, all hours of paid vacation, holidays and sick leave, but shall not exceed forty (40) hours in any one (1) week.

In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the ITPE Pension Plan and any amendments duly adopted thereto. The Company further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of such plan.



**APPENDIX D****UNIFORMS****CURRENT AND EFFECTIVE October 1, 2003:**

All employees will receive an allowance of **one dollar (\$1.00)** per day worked for the laundering and maintenance of Company provided uniforms.

The employer shall provide at no cost to all new Employees those items listed in the security service contract for the Internal Revenue Service, Fresno site. Upon termination of employment, all clothing and equipment issued to the Employee shall be returned to the Employer in good condition.

**Full-Time Employee Five-Year Total Issue for IRS/Fresno.**

Shirt, Long Sleeve, Police Style-Lt. Blue (Nov 1. to Apr.1)	3
Shirt, Short Sleeve, Police Style-Lt. Blue	3
Trousers-Navy Blue	3
Necktie-Navy Blue Solid (clip on or breakaway)	2
Windbreaker, Navy Blue	1
Jacket, Navy Blue-Bomber Style	1
Sam Browne Belt-Black basketweave	1
Holster, Pepper Spray-slide on type	1
Canister, pepper spray, min. 0.6 oz.	1
Holster, Black, basketweave, S&W 910 Semi Automatic	1
Keepers, belt Black set of 4	1
Handcuffs pair w/keys	1
Handcuff case black	1
Keystrop w/flap-Black	1
Flashlight (4 "D" cell)	1
Flashlight/Baton holder-Black	1
Tie clasp*	1
Breast Badge	1
Nameplate, 3 ½" x ¾ White on Blue plastic	2
Insignia, shoulder patch-WSS/Wackenhut-each shldr	14
Double Mag pouch-Black	1
Leather Trouser Belt	1
Radio case holder--Black	1
Ballcap - WSS/ Wackenhut patch	1

Employees may purchase additional uniform and. equipment items from the Employer at cost, Such articles shall be paid for by deductions from the employee's pay.

The employer shall replace any parts of the uniforms that are damaged in the line of duty, provided it has been reported to the Shift Supervisor within the shift period when the incident occurred. The employer will also, from time to time, replace uniform items no longer serviceable due to normal wear and tear, Each such replacement will be made on a trade-in basis only.

The employer shall retain the option to withhold only that part of the Employee's final paycheck that would cover the cost of any missing uniforms or equipment. The deduction for such missing items shall be the actual cost to the Employer.

## **APPENDIX E**

### **ANNUAL BENEFIT FUND**

#### **CURRENT:**

For the purpose of providing vacation, holidays, sick leave, bereavement leave, jury duty and other benefits, the Company shall contribute to the ITPEU Annual Benefit Fund the sum of **two dollars and eighty-three cents (\$2.83)** per hour worked by each and every employee covered by this agreement, and/or for each hour for which the Company makes or is required to make direct payment of wages to such employee. In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of trust establishing the ITPEU Annual Benefit Fund created thereunder. Receipt of both documents is hereby acknowledged. In addition the Company agrees to be bound by any amendments to the aforesaid Agreement and Declaration of Trust and Fund, together with all resolutions and other actions duly adopted by the Board of Trustees of the ITPEU Annual Benefit Fund.

The vacation, holidays, sick leave, bereavement leave, jury duty and other benefits provided under this Agreement and the eligibility requirements for such benefits shall be specified in the ITPEU Annual Benefit Fund.

Training pay shall be at **thirty-two (32)** hours per year.

#### **EFFECTIVE October 1, 2003:**

For the purpose of providing vacation, holidays, sick leave, bereavement leave, jury duty and other benefits, the Company shall contribute to the ITPEU Annual Benefit Fund the sum of **three dollars and fifteen cents (\$3.15)** per hour worked by each and every employee covered by this agreement, and/or for each hour for which the Company makes or is required to make direct payment of wages to such employee. In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of trust establishing the ITPEU Annual Benefit Fund created thereunder. Receipt of both documents is hereby acknowledged. In addition the Company agrees to be bound by any amendments to the aforesaid Agreement and Declaration of Trust and Fund, together with all resolutions and other actions duly adopted by the Board of Trustees of the ITPEU Annual Benefit Fund.

The vacation, holidays, sick leave, bereavement leave, jury duty and other benefits provided under this Agreement and the eligibility requirements for such benefits shall be specified in the ITPEU Annual Benefit Fund,

Training pay shall be at **thirty-two (32)** hours per year.

## **APPENDIX F**

### **SHIFT DIFFERENTIAL**

Employees working between the hours of 5 p.m. and Midnight shall receive **twenty-five cents (\$0.25)** per hour in addition to their regular hourly rate.

Employees working between the hours of midnight and 8 a.m. shall receive **fifty cents (\$0.50)** per hour in, addition to their regular hourly rate.

Employees shall receive an additional **ten percent (10%)** of their regular hourly rate for all hours worked on Sunday.


#### **APPENDIX G**

##### **TRAVEL ALLOWANCE**

Employees shall receive **thirty-one cents (\$0.31)** per mile for travel between Fresno main site and the Tulare site.

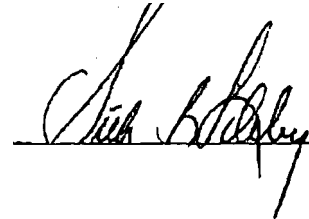
IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 29<sup>th</sup> Day of August, 2003.

FOR THE UNION:  
ITPEU/AFL-CIO

  
\_\_\_\_\_  
John  
Secre

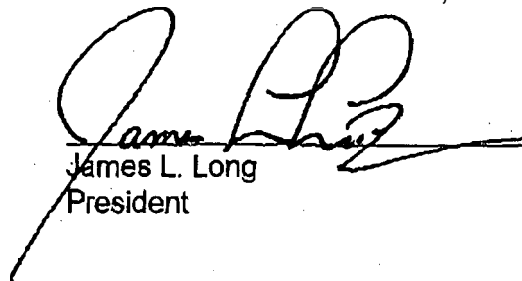
John Brenton III,  
Secretary/Treasurer

FOR THE COMPANY:  
Worldwide Security Services, LTD,

  
\_\_\_\_\_

Seth B. Libby  
President

Wackenhut Services, Inc.

  
\_\_\_\_\_  
James L. Long  
President

**RESPONSES TO QUESTIONS:**

1. Paragraph 4.15. Parking fees. For which “downtown” posts is the contractor required to provide parking fees and does the IRS have information as to average costs per month for officers?

***The Compliance building parking area, and at present we have arranged for free parking, but that could change any time and the contractor has to be prepared to pay for parking at the downtown offices.***

2. By Clin, what is the current price paid by the IRS for this contract?

***The current price is \$15,169,055.10 (Base plus 4 option years). Please follow guidelines under the Freedom of Information Act (FOIA) for inquiries with respect to contract pricing by CLIN (to include specific rate information). Please be reminded, each contract stands alone. Interested parties should submit proposals based on the Performance Work Statement, terms and conditions of the respective solicitation and resultant contract.***

3. General Question: Is K9 service currently provided and, if so, are K9 officers part of the Union as they are not mentioned in the CBA?

***K9 services are currently provided and are not under the CBA.***

4. Post Locations and Coverages, on page C-17 indicates relief guards are required for posts specified. Presuming that the “relief” you speak of is for lunch breaks and other absences, only 6 posts totaling 3 hours of “relief” is required per shift. Can the roving officers (interior/exterior) be utilized to provide this lunch relief, or is the contractor expected to price this in overhead (the government would save 1,095 hours per year of labor expense if rovers can provide lunch reliefs.)

***There is no set requirement to relieve the guards for breaks. Scheduling breaks for security officers shall be provided by the contractor in accordance with labor laws and company policies.***

5. Rest room breaks. Is the contractor expected to cover posts for restroom breaks with “relief officers” (as part of overhead) or can rovers perform these temporary reliefs?

***See above answer.***

6. Question on Uniforms: The GSA/FPS Policy Handbook, Chapter 22, lists 4 classes of Uniforms for FPS Security Officers (Alpha-Delta). The CBA for this contract site specifies police style short/long sleeve shirts (Light blue) and Navy blue trousers. Chapter 22 lists Navy-Navy shirt/trousers or black/black. Which class uniform does the IRS want for this or do we follow the CBA addendum? For example, Class A uniform in FPS Policy manual Chapt 22 is Navy blazer and slacks?

***Follow guidance in the Collective Bargaining Agreement.***

7. Please clarify if Service Contract Act applies to Canine Service only.

**Yes, Service Contract Act applies to Canine Service only.**

8. Is the current canine services performed by the incumbent contractor or is it subcontracted out to another company? If it is subcontracted out, could you please provide us with the name, telephone number, address, and a contact person for the canine services?

**The current canine services are performed by Worldwide Security Services, 201 E. Ogden Avenue, Suite 208, Hinsdale, IL 60521.**

9. Section C, Para 1.1 indicates additional services may be required at locations in other states: Montana, Wyoming, Colorado, New Mexico, Arizona, Utah, Idaho, Washington, Oregon, California, Hawaii, and Alaska. Does this require the 8-A company awarded the contract to obtain licenses in all states listed on the possibility of additional services. If so, how long does the successful contractor have to obtain said licenses?

**If additional services are required at other locations, specific licenses will be requested at that time and the Government will allow the required time to obtain these licenses.**

10. The solicitation indicates that no on site indoor kenneling facilities can be utilized after 9/30/04. In order to provide an air conditioned on-site habitat for canines during working hours (during periods not working deliveries), a vehicle could be provided. Other IRS solicitations have made this K9 vehicle a requirement to avoid on-site kenneling. Can a K9 vehicle be made a requirement for this solicitation?

**No, since this is a performance based contract it is up to the contractor to determine how to care for the canine during working hours.**

11. The CBA denotes a "sergeant" grade with a higher hourly rate. It also denotes a "console operator" rate higher than the guard rate. The console operator rate can be computed based on console operations posts, but are there specific posts requiring a "sergeant"? If so, which ones require a sergeant?

**Not tied to any specific post; estimates that 4 people hold the rank of Sergeant at present.**

12. Must subcontractors submit the financial information outlined in GSA form 527?

**Yes.**

13. Section L.11.3.3 of the solicitation states:

*"FAR 9.1 Responsible Prospective Contractors, requires a contractor to have adequate financial resources to perform the contract, or the ability to obtain them. The Offeror shall submit as part of its cost proposal, its certified financial statements for the two prior fiscal years and the current year to date. If the offeror is a partnership or joint venture, each of the companies that make up the offeror shall submit its certified financial statement for the two prior fiscal years and the current year to date. The financial statements shall include, as a minimum, Balance Sheet, Income Statement, Statement of Cash Flows, and related Explanatory notes. If the offeror does not have certified financial statements, compiled or reviewed statements shall be submitted. Additionally, each offeror shall provide sources of capital, e.g., letters of credit and corporate capital infusion."*

Is this the information that GSA Form 527 asks for (and thus filling out GSA Form 527 satisfies these requirements), or must this all be submitted in addition to GSA Form 527?

***If the form provides for this information, and it's certified, it will be accepted.***

14. Will this contract that be issued under the GSA Multiple Award Schedule?  
Is this contract subject to the GSA Multiple Award Schedule fee?

***No.***

15. Page L-8, Section L.11.2.1, Proposal Content, (4) Phase-In Plan, states, "Offeror is to explain its plan for taking over the security at Ogden Service Center as of midnight of the first day of contract start up." Question: Is "Ogden Service Center" correct or should it be "Fresno Service Center"?

***Yes, this is corrected to read Fresno.***

16. Page C-1, Section 1.1 The Government contemplates the issuance of bilateral orders ...for additional services...other than the Fresno Campus. (Montana, Wyoming, Colorado, New Mexico, Arizona, Utah, Idaho, Washington, Oregon, California, Hawaii, Alaska). Will the IRS use the price offerors give for the Fresno campus for any and all of the other locations, or will they negotiate new rates if they add new locations?

***If any other locations are added to this contract, pricing will be based on wage determinations or collective bargaining agreements in the area and will be negotiated.***

17. Do we have to provide a footnote explaining that pricing for other locations may change slightly because of the various state rates that are different from California?

***No, pricing will not be required for other locations at this time.***

18. Are all locations covered by the CBA? If not, which sites are covered by Wage Determination? The 2 WDs provided are for Fresno and Tulare counties and are not current. Will current Wage Determinations be provided or should offerors use the versions included with the solicitation?

***Revised Wage Determinations are attached to this Amendment. Security Guard Services are covered under the CBA and Canine Services are covered under the Wage Determinations.***

19. 10. Page B-1, Section B: For line item 3, do we put a number in the total column? If so, how many hours of Guard I, Guard II and Canine Services would be used to calculate a total cost?

***No, just the hourly rate is required.***

20. The contractor is required to provide the finger print cards to IRS for submission, are we responsible for the cost of the processing? Generally, a seniority list is provided when a CBA is in place to assist in estimating how much vacation each employee is earning. Is it possible for

the IRS to provide a copy of the seniority list?

***It is unknown to this office as to the willingness of current contractor staff to transfer to a new contractor. It is the contractor's responsibility to provide adequate staff in performance of contract duties.***

21. The subcontractors do not have to submit the Past Performance questionnaires. Do they have to submit any Past Performance information regarding their corporate work experience in the proposal at all?

***No, that would be up to the prime contractors to determine the subcontractors are qualified.***

22. The sergeant rank; are there specific posts on the site that require a sergeant? If so, do you know which ones?

***Not tied to any specific post; estimates that 4 people hold the rank of Sergeant at present.***

23. I assume that contributions to the Health & Welfare Fund and Pension Fund and Annual Benefit fund are made in Lump sum checks to the Union and not included in the paychecks (thus subject taxes) of the members?

***Payments are made to various "funds" not the Union. Fund payments are not taxable to either the company or the officer.***

24. FMLA contributions. How can the company bid this? I read that the company must pay \$2.56 per hour up to 12 weeks for any member on FMLA? Can you estimate how much previous contractor has paid and does this money go to union or into paycheck for individual?

***No data available but this refers to FMLA rule to continue insurance benefits for up to 12 weeks for officers on FMLA***

25. The Health & Welfare Fund is supposed to receive \$2.56 per hour for all straight time hours (presume this refers to productive post hours) PLUS all hours paid for vacation, holidays, and sick leave. Does this apply when employees "cash in" their vacation, sick leave? If it does, they'd exceed the SCA 2080 hours maximum for payment of H&W benefits. Also, does this say an officer who does NOT work a holiday gets \$2.56 per hour in addition to straight time pay as his/her "holiday pay"? (I presume an officer who WORKS a holiday gets straight time + benefits for working and then 8 hours of straight time holiday pay as well.)

***The company must pay \$2.56 for each hour worked on posts only.***

26. Can employees cash in vacation time/sick leave time?

***If cashed in, the "fund" pays the officer, not the company.***

27. Ditto question for the Pension Plan. Do we pay 85 cents per hour for cashed in vacation/sick leave?

***Does not apply to vacation/sick leave hours.***



28. Annual Benefit Fund. Company pays \$3.15 per hour for all productive hours and I presume training hours worked by employees. This fund is for vacation, sick leave, holidays, bereavement, jury duty and other benefits...I presume we then do NOT pay employees ANYTHING when they TAKE vacation, sick leave, holidays, bereavement or jury duty or FMLA or other unpaid time off, but just track their days taken. Is this correct? What do we do if an employee sells vacation, sick leave? Also, how does this fund effect H&W payments as this language indicates we do not pay vacation, sick leave, etc, **hours**, but rather pay into the benefit fund?

***The officers are paid for vacation, sick leave, holidays, bereavement, jury duty AND TRAINING hours through the benefit fund, with no other payments made from the Company.***

29. You have training pay pegged at 32 hours per year. What if training exceeds 32 hours? Also, I am presuming by its not being listed that training hours are NOT subject to H&W payment, but ARE subject to Benefit Fund/Pension Fund (due to language stating that these are paid for each hour for which the company makes direct payment to the individual).

***The fund pays training pay to officers up to 32 hours. Hours are not subject to additional H&W or other fund payments. Training hours do not count toward overtime.***

30. Travel allowance. How can we predict the number of miles, frequency of travel of employees between Fresno and Tulare?

***No hard data available; this applies if an officer who does not live in Tulare is assigned this post and has to commute.***

31. Entitlement for days vacation, sick leave, bereavement earned by officers is not included in the CBA or the Addendum? Is it in the referenced Benefit Plans referred to in the Addendum? My point in this question is, without knowing how many hours vacation/sick leave are granted to each employee each year, we can't bid this appropriately for H&W benefits, pension, etc.

***Vacation is earned at 2 weeks after 1 year; 3 weeks after 5, 4 weeks after 10. Sick leave is 6 days per year. Again, NO payment is made by the company to officers when on vacation, sick leave or other absences covered by benefit fund. Data should be used to compute additional FTE's required above those required for post coverage.***

32. We understand the IRS's requirement to eliminate on-site kenneling for K9's however, for health reasons, K9's need a sheltered/air conditioned space to rest during their shift (15 minutes per hour) and when not in service between mail deliveries. On other IRS sites. small air conditioned shacks have been provided by IRS for this outside in the loading dock areas. Also, on other sites, a vehicle has been required for this. Both of these options cost the government, when the present process costs no additional money. Will the solicitation be modified to accommodate the K9 requirement for habitat to require a vehicle or state that IRS will provide or the contractor can build an exterior kennel facility on the grounds?

***No, in accordance with C.5.3.j., "Care of K-9", the contractor shall be responsible for all kenneling and care of K-9's off site.***

### **Pre-Bid Conference Questions and Answers**

**Date:** August 25, 2004

**Time:** 9:00 a.m. to 12:00 noon

**Host:** Sandra Bailey

**Scribe:** Letty Zambrano

**Escort Assistance:** Linda Jeter and Letty Zambrano

Q - Where are you located?

**Answer: My office is located next to the lobby near the reception desk at the Butler Avenue main entrance. If you have any questions that I can not answer you may contact Christine Matschkowsky in writing.**

Q - Can we email our questions?

**Answer: Yes. Emailing Christine can be considered submitting questions in writing.**

Q - How many frequencies do the radios have?

**Answer: Our radios have 3 frequencies and support the downtown sites also.**

Q - Will we be given these frequencies for the radios we purchase?

**Answer: Yes. The contract has a frequency already identified and additional frequencies will be given to you for programming.**

Our Fresno Campus has a VCR, 30 CCTV cameras with great capabilities, (monitors are in the guard console). All door posts are monitored via camera. Only one door is controlled by an armed officer – that is the NW door or Post 7. The Northwest doors and the Northwest gate are 24/7 hour posts. The Butler Entrance post is open from 6 am to 6pm. All guards at Butler Ave get relief for breaks while some of the offsite posts must provide their own relief and eat at their post.

Referred audience SOW, page C-1.

Q - How many guards man the Compliance Site?

**Answer: There are 2 posts at this facility. The outside rover, Post 31 and Post 30. Post 30 stays at the console and is relieved by Post 31 when necessary.**

Post 31 is the outside post and is required to walk the entire outside complex and the parking garage at least once every hour. He will not rove the inside of the building, but will respond to medical or other emergencies and must know the zones and locations of the offices.

The building can be accessed by proximity cards only.

Briefing on Cherry Avenue Warehouse – This building is manned by our guards Monday through Friday from 10:00 a.m. to 4:00 p.m. only. There is only 1 post assigned to this building. The guard performs gate entry and rover responsibilities.

Q - Is this guard posted at the entrance?

***Answer: The guard does the rover but will spend most of his/her time in the shack at the entrance to monitor incoming vehicles and/or persons.***

Briefing on the El Dorado building – The Files building is approximately 190K sq ft. It is used to store tax returns. There is 1 post 24/7. This building requires a lot of walking. The guard will perform his duties both inside and outside roving the entire complex.

#### NO QUESTIONS ON THE EL DORADO BUILDING

Briefing on the Accounts Management Site – This facilities as a multi-tenant site. There is a bank, a cleaners, and Cal-Trans who occupy the office. Our guards are only responsible for 4 floors which are occupied by IRS employees. The guard may not approach customers in the lobby. The lobby is open to the public, but can only be accessed with a proximity card after 6:00 p.m.

Q - Is this building covered by just 1 officer?

***Answer: Yes. This building has 1 post 24/5.***

Briefing on the Tulare Site – This building is 45 minutes from Fresno. It is covered by 1 post about 6 months out of the year. We have a day shift and a swing shift plus Saturday with overtime during peak periods. The peak time covered runs from about February through July.

#### NO QUESTIONS ON THE TULARE SITE

Briefing on the Kings Canyon Pavilion – The peak time for this building runs from October through April the following year. Only 1 post covers this site and the hours depend on the training or testing sessions scheduled. The hours here are very flexible, and require only part time guard service.

Q - How many hours?

***Answer: Nine and a half, sometimes 6 hours per day when needed.***

Q - Are there any K-9's used at any facilities?

***Answer: Yes. We have 3 K-9's at this time and they currently work at the Fresno Campus. However, your bid will determine how many K-9 officers you need to meet the contract requirements.***

Q – What are the hours worked.

***Answer: During peak the contract calls for 18 hours per day 6 days per week.***

During non peak, the hours are 5 days at 12 hours per day. The K-9's are also called in on Sundays to search one mail truck.

Q - Is the service on Sunday covered in the contract?

***Answer: Yes. It is paid through additional services funds – an overtime rate.***

Q - Are the K-9's required to respond in 30 minutes on Sundays?

***Answer: Yes in an emergency we expect an officer to respond quickly within 30 minutes, however, we are understand travel distances vary so time response may vary. When an officer is onsite they are required to***

***respond within 5 minute.***

Q - Do the guards respond to emergencies at the Tulare site?

***Answer: No. A call to 911 is made for emergencies or suspicious packages.***

Q - What is the overtime rate?

***Answer: This question must be discussed with the Union. We do not provide this information. You must prepare your bid according to the rates that you are prepared to pay.***

Q - Could you please clarify one thing, is the 5 minute response only for on-site?

***Answer: Yes.***

Q - Do the K-9 units work through their lunch hour?

***Answer: Yes. They have their lunch at their desk.***

Q - Do they take their breaks?

***Answer: Yes.***

Q - Are the Visalia and Blythe buildings guarded by the same contract?

***Answer: These buildings are currently under a GSA contract through an RWA. They are going to be incorporated into this contract for consistent management control.***

Q - Do the Visalia and Blythe buildings fall under Region 9?

***Answer: Yes.***

Q - Are the Visalia and Blythe buildings functioning Monday through Friday?

***Answer: Yes. These facilities have walk-in service for taxpayers. A call to 911 is made by the guard in the event of an emergency.***

Q - What is the current salary for the guards?

***Answer: This information cannot be provided by our staff. You would need to contact Christine Matschowsky in San Francisco. You can also talk to the Union Representative, John Brenton III at (559) 237-3029 of the Industrial Technical & Professional Union.***

Q - Does the K-9 unit work under this union contract?

***Answer: No.***

#### WALK-THROUGH IN BUILDING 4 –

The Fresno Campus is basically a processing site. Our processing site is growing due to the sites being added to our territory. There are approximately 5,000 employees at this site.

Building 4 is mostly occupied by Directors and their secretaries, Facilities Management personnel, Physical Security personnel, and the Education Branch. The guards are required to identify a location by the zone numbers located on the ceiling. The building map contains all the zones in each building. There are 5 buildings to this site.

Q - Is there a medical staff here?

**Answer: Yes. There is a medical staff here and at some off-sites. The medical staff in this site works a day shift and a swing shift during peak season.**

The Nurses' station was pointed out. The group walked through the console area and Sandy's office was pointed out. The monitors used to watch the site were shown.

#### WALK-THROUGH BUILDING 2 –

This building is where the data transcribing duties are performed. The Computer Rooms are in this building and are restricted only to employees who are authorized to enter. The zone numbers are on the ceiling lights to help locate an area.

#### WALK-THROUGH BUILDING 1 –

This building contains restricted areas where the mail is received and opened. The loading dock is located at the north side of this building.

Q - Are the zone numbers sequential?

**Answer: Yes, however, when due to the configuration of furniture it may be very difficult to get from one zone to another.**

Post 3 at the Southwest entrance is not manned. It is proximity card driven and is watched by cameras from the outside.

The RPS area is restricted and your badge requires a "4" designator to show you belong in this area. Cash is processed in this area requiring a higher level of security. If any doors are left open too long the alarm will send a signal to the console. Guards should respond to investigate.

Q - Is the cash transferred by the guards?

**Answer: No. The guards are not responsible for any cash transferring.**

Q - Can unauthorized personnel access this area?

**Answer: Employees with general access to the facilities are not able to access this area. If they should attempt to enter an alarm signal will appear at the console, and an officer and PSA member will investigate.**

There are lockers set against the wall for employees outside this area. Employees are assigned a locker so they can place their belongings in them. Hats, coats, purses are not allowed in this area with the exception of a see through purse or bag.

The mail room where all the mail is sorted is next to the dock area. We receive tax returns, computer equipment, etc. Within this area is a place for the K-9 unit. The dogs search the truck and then, if approved, it is unloaded.

Q - Have you had any real incidents?

**Answer: We had an incident where the substance tested positive, but it was a simple residue of nitrate on envelopes. We called 911 and the bomb squad arrived.**

The SCAMPS room is where we have a sorter that identifies envelope sizes and sorts appropriately. If a substance is detected in this area (Code White) the guards provide full assistance to control and evacuate.

The unit next to SCAMPS is the Extracting Unit and this is where the majority of the incidents occur. In a past season we had 13 incidents within a 2-week period.

The northwest entrance (Post 7) and the northwest gate (Post 4) are used as the main entrance and exit for employees, vendors, contractors, etc.

The Credit Union office is guarded by camera due to the cash storage.

The northeast entrance (Post 9) is not manned. It is prox card driven and guarded by cameras. The cameras zoom in when unauthorized access is attempted.

### WALK-THROUGH BUILDING 3 –

At this time, there are few employees in this area because we are preparing for the new filing season, but the rovers are responsible to walk through and secure.

Q - Are the private contractors monitored while in the facilities?

**Answer: Yes by the responsible IRS person, and No not by the security officers. The IRS Contracting Officer's Technical Representative is responsible to submit a background check to authorize staff-like access into the facilities for their contractor. Persons that are on a short-term access to perform duties are the COTR's responsibility. Temporary badges are assigned to each individual and are well monitored and controlled. They must sign in for the badge and sign out for it as well. The control of badges is done on a daily basis by each shift.**

Q - Are there any changes planned for the security system?

**Answer: Yes. We just received a new ADT intrusion system and have a 5 year contract which will not change. But we are asking for an additional upgrade for our fire alarm system which will add the monitoring of those panels at the console.**

Q - What about the other sites, what kind of security systems are used there?

**Answer: Each building has it's own system. When there is an emergency the console is called and guards respond when and how necessary.**

Q - Are the weapons carried with the safety button on and is there a round in the chamber?

**Answer: The guards carry 9mm weapons with the safety on. There are no round in the weapon.**

Q - Do the guards respond to all alarms?

**Answer: Yes. In those buildings where we monitor intrusion/fire the guards will respond to investigate. In buildings without a guard, they will occasionally respond but only after getting directions from the COTR.**

Q - When a Code White is called, is there special clothing used?

**Answer: Only latex gloves and masks. The guards always wear the gloves in a response, but are not required to enter the hot zone.**

Q - Where is certification done?

**Answer: Training/testing is done at the Campus.**

Q - I understand that K-9s are not bargaining?

**Answer: No. They are not.**

Q - Are background checks performed by us?

**Answer: No. The government performs the background checks.**

Q - Are reports prepared electronically or manually?

**Answer: All reports done by guards are done manually.**

Q - Is there an anti-pass back in any areas?

**Answer: Yes. The Computer Rooms have anti-pass.**

The Compliance building parking area requires prox card access.

Q - Are weapons used at off-sites.

**Answer: Yes. They are locked in a safe when not in use, and passed from one officer to another at the end of a shift.**

Q – Do guards really have to pay for parking.

**Answer: At present, we have arranged for free parking, but that could change any time and the contractor has to be prepared to pay for parking at the downtown offices.**

Q - Who assigns badges for restricted and non-restricted areas?

**Answer: The Physical Security Staff is responsible for assigning badges, but the security officers issue the badges each day to IRS personnel when needed.**

#### OFF-SITE TOUR–

Accounts Management – The guards issue parking citations and speeding citations in this parking area. The elevators have a scanner for the prox card access to the IRS floors. The guards respond to incidents here and the K-9s will have a 30 minute response time. There is a security office on the dock for the officer with a CCTV monitor and a desk. Hours are Monday through Friday, 1:30 a.m. on Monday to 1:30 a.m. on Saturday.

Compliance building – The guards issue parking citations in this parking area. There are 22 cameras for monitoring the exterior of the building and the garage. There is a Physical Security Analyst on the premises with an office on the 1<sup>st</sup> floor. The guards respond to emergencies in this building on all floors.

Q - Is there an Emergency plan?

**Answer: Yes. We have a site specific OEP for each building.**

Q - Is there a Shelter-in-Place Guideline?

***Answer: Yes it is with the OEP.***

Q - Does all mail get opened and distributed at Butler?

***Answer: Yes. All mail is received, opened, and then distributed at the Butler site.***

El Dorado building – There is a guard shack at the gate entrance and a guard post inside the lobby. The inside post has a CCTV monitor used to monitor the perimeter of the property after hours. There 2 floors in this building. The 2<sup>nd</sup> floor is a non-restricted area and the 1<sup>st</sup> floor is a restricted files area. Employees who work in this area must have a “5” designator on their badges. There is a loading barrel in the stairway of this building. The dock is a large 5 bay dock for incoming trucks. The hours for guard service here is 24/7.